

A HISTORY OF THE WASHINGTON CITIZENS' COMMISSION ON SALARIES FOR ELECTED OFFICIALS 1987-2005

The Washington Citizens' Commission on Salaries for Elected Officials was created by the passage of House Joint Resolution 49, the 78th amendment to the Washington Constitution, which was approved by the state's voters on November 4, 1986. The measure removed the salary-setting function from the Legislature and vested it in an independent commission.

In anticipation of voter approval of the constitutional amendment, the Legislature passed ESHB 1331 which established the Commission on January 1, 1987.

Legal authority for the Commission is found in Article 28 of the Washington Constitution and RCW 43.03.300 to 310.

ARTICLE 28 OF THE CONSTITUTION

Salaries for members of the legislature, elected officials of the executive branch of state government, and judges of the state's supreme court, court of appeals, superior courts, and district courts shall be fixed by an independent commission created and directed by law to that purpose.

RCW 43.03.300

...declares it to be the policy of this state to base salaries of elected state officials on realistic standards in order that such officials may be paid according to the duties of their offices and so that citizens of the highest quality may be attracted to public service.

RCW 43.03.305

There is created a commission to be known as the washington citizens' commission on salaries for elected officials, to consist of 16 members appointed by the governor...

RCW 43.03.310

...study the relationship of salaries to the duties of members of the legislature, all elected officials of the executive branch of state government, and all judges of the supreme court, court of appeals, superior courts, and district courts, and shall fix the salary for each respective position.

The Commission consists of 16 unpaid, citizen members selected by two methods:

- Nine members are randomly selected by the Secretary of State from the rolls of registered voters, one from each congressional district.
- Seven members are selected jointly by the President of the Senate and the Speaker of the House of Representatives one each from private institutions of higher education, business, professional personnel management, the law, and organized labor. Two members are recommended for appointment, one by the chair of the State Personnel Resources Board and one by the presidents of the state's four-year institutions of higher education.

Commissioners are appointed to four-year terms and no one may be appointed to more than two terms. It is unlikely that a congressional appointee would serve a second term as his or her name would have to be randomly drawn a second time or they would have to be appointed through the legislative appointment process.

Statute requires that commissioners:

- Reside in the state.
- May not be or have an immediate family member who is a state official, public employee, or lobbyist. Immediate family is defined as parents, spouse, siblings, children, or dependent relatives regardless of whether they reside in the same household.
- The 7 legislative appointees must have personnel management experience.

Statute also requires the salary schedule to be filed with the Secretary of State no later than the first Monday in June of the odd-numbered year (at the conclusion of the salary setting process). It becomes effective 90 days after filing unless overturned by voter referendum. The schedule is codified in RCW 43.03.011.

THE 1987 SESSION

Members of the first Commission were appointed on February 15, 1987 for a four-year term that expired on February 15, 1991.

Name	Area	Term 1987-1991
Arlene Alexander	4 th Congressional District	First term
Verona Connors	5 th Congressional District	First term
Bernard Coughlin	Private Higher Education	First term
Sharon M. Engel	8 th Congressional District	First term
Gary W. Frederickson	2 nd Congressional District	First term
Nancy P. Gibbs	The Law	First term
Barbara Hooser (Mildred Ornellas)	3 rd Congressional District	First term
Olen E. McCalmon	1 st Congressional District	First term
Thomas McCarthy, Chair	State Personnel Resources Board	First term
Jean Muir	Personnel Management	First term
Nancy Parker-Carey	6 th Congressional District	First term
Barbara H. Pool	Business	First term
Harold Romberg	Public Higher Education	First term
James Watts	Organized Labor	First term
Melanie Wine	7 th Congressional District	First term

Note: Mildred A. Ornellas replaced Ms. Hooser who resigned. The 9th Congressional District did not exist until 1995.

Staff: Two people served as executive secretary during the first session: Gardner Kendall served for a brief time and Alan Brooks served through the end of the session.

During the 1987 salary setting session, the following meetings were held:

Date	Meeting Type	Location
February 25	Work session	Olympia
March 13	Work session	Olympia
April 29	Public hearing	Spokane
April 30	Public hearing	Richland
May 7	Public hearing	Seattle
May 8	Public hearing	Olympia

1987-88 SALARY SCHEDULE

Position	Salary In 1986	Effective September 1, 1987	Effective September 1, 1988
Executive Branch			
Governor	63,000	83,800	93,900
Lieutenant Governor	28,600	45,000	48,800
Secretary of State	31,000	46,300	50,200
Treasurer	37,200	54,250	62,050
Auditor	37,200	55,250	64,050
Attorney General	47,100	63,800	72,200
Supt. of Public Instruction	42,800	59,950	66,600
Com. of Public Lands	42,800	59,950	66,600
Insurance Commissioner	37,200	53,700	61,000
Judicial Branch			
Supreme Court Justices	64,000	75,900	82,700
Court of Appeals Judges	63,000	72,100	78,600
Superior Court Judges	60,000	68,500	74,600
District Court Judges	54,000	62,100	71,000
Legislative Branch			
Legislators	13,750	15,500	16,500

Notes:

1. The Salary in 1986 was the salary in effect when the Commission began setting the elected officials' salaries. Prior to 1987, those salaries were set by the Legislature.
2. The December 1986 Willis Study was utilized to set the salaries of the executive branch officials. Salaries were based on 90% of the Willis recommendations with the exception of the Governor's position which was set at approximately 72%.
3. The differential between superior and district court judges was reduced to 5% in 1988.
4. Commissioners believed the duties of legislators had been undervalued for salary purposes as the volume and complexity of their work had increased and they were required to spend substantial time on legislative work outside of session.
5. The salaries established for 1987-88 were catch up increases because of the lapses in past years in adjustments to the elected officials' salaries.

THE 1989 SESSION

Commissioners were in the second half of their first term during the 1989 session.

Name	Area	Term 1987-1991
Arlene Alexander	4 th Congressional District	First term
Verona Connors	5 th Congressional District	First term
Bernard Coughlin	Private Higher Education	First term
Sherry de Avena (Barbara Pool)	Business	First term
Sharon Engel	8 th Congressional District	First term
Nancy Gibbs	The Law	First term
Toni Loomis (Nancy Parker-Carey)	6 th Congressional District	First term
Olen McCalmon	1 st Congressional District	First term
Thomas McCarthy, Chair	State Personnel Resources Board	First term
Jean Muir	Personnel Management	First term

Mildred Ornellas	3 rd Congressional District	First term
Harold Romberg	Public Higher Education	First term
Doris Walker (Gary Frederickson)	2 nd Congressional District	First term
James Watts	Organized Labor	First term
Melanie Wine	7 th Congressional District	First term

Note: Three members resigned; Sherry de Avena replaced Barbara Pool, Toni Loomis replaced Nancy Parker-Carey, and Doris Walker replaced Gary Frederickson.

Staff: Norman Linton was the executive secretary and Deanna Tabor the administrative assistant.

During the 1989 salary setting session, the following meetings were held:

Date	Meeting Type	Location
February 14	Work session	Olympia
April 18	Work session/elected officials' testimony	Olympia
April 25	Public hearing and work session	Seattle
April 26	Public hearing	Olympia
May 2	Public hearing	Spokane
May 3	Public hearing and work session	Pasco

1989-91 SALARY SCHEDULE

Position	Effective September 1, 1989	Effective September 1, 1990
Executive Branch		
Governor	96,700	99,600
Lieutenant Governor	51,100	52,600
Secretary of State	52,600	54,200
Treasurer	65,000	67,000
Auditor	67,100	69,100
Attorney General	75,700	78,000
Superintendent of Public Instruction	69,800	71,900
Commissioner of Public Lands	69,800	71,900
Insurance Commissioner	63,900	65,800
Judicial Branch		
Supreme Court Justices	86,700	89,300
Judges of the Court of Appeals	82,400	84,900
Superior Court Judges	78,200	80,500
District Court Judges	74,400	76,600
Legislative Branch		
Legislators	17,900	19,900
Speaker of the House	19,700	21,900
Senate Majority Leader	18,800	20,900
Senate Minority Leader	18,800	20,900
House Minority Leader	18,800	20,900

Notes:

1. The Willis Study was not utilized in the 1989 salary setting session.
2. The 1989 salaries reflected a 4.8% COLA over 1988; based on the western states' CPI for September 1989.
3. The 1990 salaries were increased by a 3% COLA.

4. For the Governor, the COLA for the first year was 3% because much of the CPI increase resulted from increased housing costs which did not impact that position. The Governor's salary was more than 10% behind the 1987 point value when compared to appointed department heads; however, the Commission was reluctant to have the salary exceed \$100,000.
5. 55% of full-time pay was determined to be reasonable for a citizen legislature to spend on legislative duties.

THE 1991 SESSION

Twelve new commissioners were appointed on February 15, 1991 and two were reappointed to a second term; all were for four years ending on February 15, 1995.

Name	Area	Term 1991-1995
Kenneth Bower	7 th Congressional District	First term
Sherry de Avena	Business	Second term
Veronica Dooling	6 th Congressional District	First term
Rod Fenstermaker	2 nd Congressional District	First term
Gary Gayton	The Law	First term
Terry Huffer	1 st Congressional District	First term
Jim Karavias	8 th Congressional District	First term
Donald Murray	5 th Congressional District	First term
Leonard Nord, Chair	State Personnel Resources Board	First term
Phillip Phibbs	Private Higher Education	First term
Jim Watts	Organized Labor	Second term
Charles Wilder	3 rd Congressional District	First term
Delia Winward	4 th Congressional District	First term
Jim Yearby	Personnel Management	First term
Harold Romberg	Public Higher Education	First term

Mr. Romberg was appointed in 1991; however, in March 1993 he stated that he had declined the 1991 appointment to the position for public higher education.

Staff: Gail Salisbury was the executive secretary and Neva Kammari the administrative assistant.

During the 1991 salary setting session, the following meetings were held:

Date	Meeting Type	Location
April 19	Work session	Olympia
May 8	Public hearing	Spokane
May 9	Public hearing	Pasco
May 15	Public hearing and elected officials' testimony	Olympia
May 16	Public hearing	Olympia
May 20	Public hearing and work session	Seattle
May 29	Public hearing and work session	Tacoma

1991-92 SALARY SCHEDULE

Position	Effective September 1, 1991	Effective September 1, 1992
Executive Branch		
Governor	112,000	121,000
Lieutenant Governor	58,600	62,700
Secretary of State	60,100	64,300
Treasurer	74,400	79,500
Auditor	77,800	84,100
Attorney General	86,400	92,000
Superintendent of Public Instruction	80,500	86,600
Commissioner of Public Lands	80,500	86,600
Insurance Commissioner	72,700	77,200
Judicial Branch		
Supreme Court Justices	99,900	107,200
Judges of the Court of Appeals	95,000	101,900
Superior Court Judges	90,100	96,600
District Court Judges	85,700	91,900
Legislative Branch		
Legislators	23,200	25,900
Speaker of the House	29,000	33,900
Senate Majority Leader	25,100	29,900
Senate Minority Leader	25,100	29,900
House Minority Leader	25,100	29,900

Notes:

1. The Willis Study was used as the foundation for the salary proposal.
2. The standard benchmark set by the previous commission to tie the Supreme Court justices' salaries to the judges of the Federal Court of Appeals was maintained.
3. The statewide elected officials (other than Governor), received a 1.7% COLA for the 1990 CPI catch up, 5.4% for the 1991 CPI, and 3.1% for the 1992 CPI. Also provided equally over a 2-year period an increase to bring elected officials in line with appointed agency heads.
4. Legislators received the COLA and moved from 55% to 65% of full time salary as shown in the Willis Report; 5% each year for two years.
5. Minority and Majority leaders moved from 60% to 75% and the Speaker moved from 65% to 85% of full time legislative salary over a 2-year period as recommended in the Willis Study.
6. Applied the 10.2% COLA plus a maximum of 10% equity necessary to approach the point value in the Willis study for Governor; implemented over two years. Recommended that the next Commission work toward making the Governor's salary, over an appropriate period, commensurate with the point value/salary applied to the appointed department heads.
7. Increased judges' salaries by the 10.2% COLA and 9.8% in equity in equal amounts over 2 years.
8. The Lieutenant Governor received his or her salary plus 1/260th of the difference between the salary of Lieutenant Governor and Governor for each day that he or she was called upon to perform the duties of Governor.
9. Part-time district judges' salaries were proportionate to time worked.
10. Salaries adopted for the elected officials were consistent with the salary levels and responsibilities of other positions in state government. The salaries caught up with but did not move ahead of the existing salary structure of state employees.

THE 1993 SESSION

Commissioners were in the second half of their first term during the 1993 session.

Name	Area	Term 1991-1995
Kenneth Bower	7 th Congressional District	First term
Sherry de Avena	Business	Second term
George Deasy (Charles Wilder)	2 nd Congressional District	First term
Veronica Dooling	6 th Congressional District	First term
Rod Fenstermaker	3 rd Congressional District	First term
Gary Gayton	The Law	First term
Terry Huffer	1 st Congressional District	First term
James Karavias	8 th Congressional District	First term
Donald Murray	5 th Congressional District	First term
Leonard Nord, Chair	State Personnel Resources Board	First term
Phillip Phibbs	Private Higher Education	First term
Robert Waldo	Public Higher Education	First term
James Watts	Organized Labor	Second term
Della Winward	4 th Congressional District	First term
Jim Yearby	Personnel Management	First term

Note: George Deasy replaced Charles Wilder, Jr. who resigned. Dr. Waldo was appointed during the 1993 salary setting session and Mr. Phibbs resigned during that session.

Staff: E. W. Giesecke was the executive secretary and Kathy Forbes the administrative assistant.

During the 1993 salary setting session, the following meetings were held:

Date	Meeting Type	Location
February 24	Work session	Seattle
March 17	Public hearing	Spokane
March 18	Public hearing	Pasco
April 1	Public hearing	Olympia
April 13	Public hearing	Seattle
April 22	Public hearing	Vancouver
May 18	Public hearing	Bellingham
May 21	Work session	Seattle

1993-94 SALARY SCHEDULE

The Commission froze the salaries for elected officials of the executive, legislative, and judicial branches for two years.

THE 1995 SESSION

Fifteen new members were appointed on February 15, 1995; one was reappointed to a second term. The appointments were for four years ending on February 15, 1999.

Name	Area	Term 1995-1999
Gene Alberts	1 st Congressional District	First term
Debra Jo Buffelen	9 th Congressional District	First term
Douglas Cross	2 nd Congressional District	First term
Dr. Brewster Denny	Public Higher Education	First term
Gary Gayton	The Law	Second term
Daniel Graczyk	State Personnel Resources Board	First term
Colleen Hoss, Chair	Personnel Management	First term
Renee Hansey (John Laughter)	6 th Congressional District	First term
Mel Lewis	Business	First term
Beverly Myers	5 th Congressional District	First term
Jeremy Piger	8 th Congressional District	First term
Walter Record	4 th Congressional District	First term
Gwen Rousseau	7 th Congressional District	First term
Dr. E. Arthur Self	Private Higher Education	First term
James Staples	3 rd Congressional District	First term
Jan Pelroy (John Thompson)	Organized Labor	First Term

Note: Renee Hansey replaced John Laughter and Jan Pelroy replaced John Thompson. The 9th Congressional District was added on February 10, 1995.

Staff: E. W. Giescke was the executive secretary and Mary Pierce the administrative assistant.

During the 1995 salary setting session, the following meetings were held:

Date	Meeting Type	Location
March 1	Work session	Seattle
March 14	Elected officials' testimony and work session	Olympia
March 21	Public hearing	Vancouver
April 13	Public hearing and work session	Bellingham
April 25	Public hearing and work session	Seattle
May 4	Public hearing and work session	Yakima
May 10	Public hearing and work session	Spokane
May 17	Work session	Seattle
May 23	Work session	Seattle

1995-96 SALARY SCHEDULE

Position	Effective September 1, 1995	Effective September 1, 1996
Executive Branch		
Governor	121,000	121,000
Lieutenant Governor	62,700	62,700
Secretary of State	64,300	64,300
Treasurer	84,100	84,100
Auditor	84,100	84,100
Attorney General	92,000	92,000
Superintendent of Public Instruction	86,600	86,600
Commissioner of Public Lands	86,600	86,600
Insurance Commissioner	77,200	77,200
Judicial Branch		
Supreme Court Justices	109,880	109,880
Judges of the Court of Appeals	104,448	104,448
Superior Court Judges	99,015	99,015
District Court Judges	94,198	94,198
Legislative Branch		
Legislators	27,100	28,300
Speaker of the House	35,100	36,300
Senate Majority Leader	31,100	32,300
Senate Minority Leader	31,100	32,300
House Minority Leader	31,100	32,300

Notes:

1. The positions that did not receive an increase in 1995 or 1996 were Governor, Lieutenant Governor, Secretary of State, Auditor, Attorney General, Superintendent of Public Instruction, Commissioner of Public Lands, and Insurance Commissioner.
2. The salary for the Treasurer was adjusted by \$4,600 to bring it in line with the salary for the Auditor (\$84,100).
3. All judges' salaries were increased by 2.5% in 1995; no adjustment was made for 1996.
4. Legislators' salaries were increased \$100 per month in both 1995 and 1996; \$1,200 per year.

THE 1997 SESSION

Commissioners were in the second half of their four-year term during the 1997 session.

Name	Area	Term 1995-1999
Gene Alberts	1 st Congressional District	First term
Debra Jo Buffelen, Chair	9 th Congressional District	First term
Douglas F. Cross	2 nd Congressional District	First term
Steve Kunding (Daniel Graczyk)	State Personnel Resources Board	First term
Mel R. Lewis	Business	First term
Mike McKay (Gary Gayton)	The Law	First term
Beverly A. Myers	5 th Congressional District	First term
Justin Napier	6 th Congressional District	First term
Fred S. Owen (Colleen Hoss)	Personnel Management	First term
Jan Pelroy	Organized Labor	First term
Jeremy Piger	8 th Congressional District	First term

Walter L. Record	4 th Congressional District	First term
E. Arthur Self	Public Higher Education	First term
James Staples	3 rd Congressional District	First term
John Terrey (Brewster Denney)	Public Higher Education	First term
Austin L. Wolff (Gwen Rousseau)	7 th Congressional District	First term

Note: There were several resignations. Austin Wolff replaced Gwen Rousseau, Steve Kunder replaced Daniel Graczyk, Fred Owen replaced Colleen Hoss, and Mike McKay replaced Gary Gayton.

Staff: Several staff changes also occurred. E. W. Giesecke served as executive secretary for a brief period and was replaced by Rhonda Briggs who had been the administrative assistant. Sandie Maki was then hired as the administrative assistant.

In response to Judge Pro Tem Robert Doran's decision in a lawsuit brought against the Commission by CLEAN (Citizens for Leaders with Ethics and Accountability Now!), operational changes were made with respect to public hearings and the process for adoption of a salary schedule. The Commission was required to adopt a proposed salary schedule and then to hold no fewer than four public hearings for the public to provide input on the proposal. In addition, SB 6698 was enacted to clarify RCW 43.03.310 to make the statute consistent with the Judge's decision.

During the 1997 salary setting session, the following meetings were held:

Date	Meeting Type	Location
January 15	Work session	Seattle
February 6	Public hearing	Olympia
February 25	Work session and public hearing	Spokane
March 11	Work session and public hearing	Seattle
March 25	Work session and public hearing	Pasco
April 8	Work session and public hearing	Bellingham
April 24	Work session and public hearing	Yakima
May 9	Work session and public hearing	Seattle
May 17	Work session	Olympia
May 27 – 2 PM	Public hearing*	Olympia
May 27 – 6 PM	Public hearing*	Olympia
May 28 – 2 PM	Public hearing*	Spokane
May 28 – 6 PM	Public hearing*	Spokane

*Four additional public hearings were held to comply with Judge Doran's decision.

1997-98 SALARY SCHEDULE

Position	Effective September 1, 1997	Effective September 1, 1998
Executive Branch		
Governor	121,000	121,000
Lieutenant Governor	62,700	62,700
Secretary of State	69,000	69,000
Treasurer	84,100	84,100
Auditor	84,100	84,100
Attorney General	93,000	93,000
Superintendent of Public Instruction	86,600	86,600
Commissioner of Public Lands	86,600	86,600
Insurance Commissioner	77,200	77,200
Judicial Branch		
Supreme Court Justices	112,078	112,078
Judges of the Court of Appeals	106,537	106,537
Superior Court Judges	100,995	100,995
District Court Judges	96,082	96,082
Legislative Branch		
Legislators	28,300	28,300
Speaker of the House	36,300	36,300
Senate Majority Leader	32,300	32,300
Senate Minority Leader	32,300	32,300
House Minority Leader	32,300	32,300

Notes:

1. Only minor changes were made in 1997. The position of Secretary of State was increased by \$4,700, the position of Attorney General was increased by \$1,000, and all judges received a 2% increase.
2. No increases were made for 1998

THE COMMISSION IN TRANSITION

From its inception in 1987 through 1997, the Commission operated for approximately four months each biennium and was staffed for that same period. At the end of each session, staff was let go and files and equipment put into storage. Not only was the retention of staff from session to session difficult, equipment and valuable records were lost. This lack of continuity and having to "reinvent the wheel" every salary setting session resulted in a disorganized and inefficient operation that was not very accessible to the public.

The operation changed in the fall of 1998 as preparations began for the 1999 salary setting session. Commissioners recognized the need for continuity of staff and operation and established an office that is staffed full-time during the salary setting session and part-time during the interim.

THE 1999 SESSION

Twelve new commissioners were appointed on February 15, 1999 and four were reappointed to a second term.

House Bill 1413 to stagger commissioners' appointments was unanimously passed by the 1999 Legislature. The bill takes effect July 1, 2002 and provides for eight members to be appointed every four years. The appointment date was changed from February 15 of an odd-numbered

year to July 1st of the preceding year. This will provide needed time for orientation and training for new commissioners.

Name	Area	Term 1999-2001
Byington, Sue	State Personnel Resources Board	First term
Elizabeth Barene	6 th Congressional District	First term
Keith Esborg	9 th Congressional District	First term
Esther Irzyk	3 rd Congressional District	First term
Sandra Kelly	1 st Congressional District	First term
Gail Kogle	5 th Congressional District	First term
Michelle Manis	7 th Congressional District	First term
Mike McKay	The Law	Second term
Micheal Molloy	8 th Congressional District	First term
Fred Owen	Personnel Management	Second term
Norma Petermann	4 th Congressional District	First term
Charles Ryan	Business	First term
E. Arthur Self, Chair	Private Higher Education	Second term
Clifford Smalley	2 nd Congressional District	First term
John Terrey	Public Higher Education	Second term
Bob Watrous	Organized Labor	First term

Staff: Carol Sayer was the executive director and Sandie Maki the administrative assistant.

During the 1999 salary setting session, the following meetings were held:

Date	Meeting Type	Location
January 25	Work session	Sea-Tac
February 19	Public hearing and work session	Olympia
March 15	Public hearing and work session	Everett
March 29	Public hearing and work session	Vancouver
April 10	Public hearing and work session	Wenatchee
April 26	Public hearing and work session	Sea-Tac
May 22	Public hearing and work session	Spokane

1999-2000 SALARY SCHEDULE

Position	Effective September 1, 1999	Effective September 1, 2000
Executive Branch		
Governor	132,000	135,960
Lieutenant Governor	69,000	71,070
Secretary of State	75,900	78,177
Treasurer	92,500	95,275
Auditor	92,500	95,275
Attorney General	120,000	123,600
Superintendent of Public Instruction	94,394	97,226
Commissioner of Public Lands	94,394	97,226
Insurance Commissioner	86,000	88,580
Judicial Branch		
Supreme Court Justices	120,000	123,600
Judges of the Court of Appeals	114,000	117,420
Superior Court Judges	108,300	111,549
District Court Judges	102,885	105,972
Legislative Branch		
Legislators	31,130	32,064
Speaker of the House	39,130	40,064
Senate Majority Leader	35,130	36,064
Senate Minority Leader	35,130	36,064
House Minority Leader	35,130	36,064

Notes:

1. Much of the 1999 adjustment was to catch up to the increases received by state employees since 1994.
2. The elected officials received a 3% increase in September 2000; the same amount state employees received in July 2000.
3. The Attorney General's position was benchmarked to the Supreme Court Justices. Also a factor were the legislative increases provided to the assistant attorneys general to achieve market parity with other public sector attorneys.
4. The historical 5% differential between each of the four court levels was retained.
5. The historic stipend for legislative leaders was retained.

THE 2001 SESSION

Commissioners were in the second half of their four-year term during this session.

Name	Area	Term 1999-2002
Elizabeth Barene	6 th Congressional District	First term
Sue Byington	State Personnel Resources Board	First term
Robert Bryant (Keith Esborg)	9 th Congressional District	First term
Sandra Kelley	1 st Congressional District	First term
Gail Kogle	5 th Congressional District	First term
Michelle Manis	7 th Congressional District	First term
Mike McKay	The Law	Second term
Micheal Molloy	8 th Congressional District	First term
Fred Owen	Personnel Management	Second term
Norma Petermann	4 th Congressional District	First term
Charles Ryan	Business	First term

Zora Saunders (Esther Irzyk)	3 rd Congressional District	First term
E. Arthur Self, Chair	Private Higher Education	Second term
Clifford Smalley	2 nd Congressional District	First term
John Terrey	Public Higher Education	Second term
Bob Watrous	Organized Labor	First term

Note: Mr. Bryant replaced Keith Esborg who passed away and Ms. Saunders replaced Esther Irzyk who resigned.

Staff: Carol Sayer was the executive director and Carol Kruzie the secretary.

During the 2001 salary setting session, the following meetings were held:

Date	Meeting Type	Location
January 24	Public hearing and work session	Olympia
February 13	Public hearing and work session	Silverdale
March 15	Public hearing and work session	Kelso
April 10	Public hearing and work session	Port Angeles
April 24	Public hearing and work session	Richland
May 18	Public hearing and work session	Sea-Tac

2001-2002 SALARY SCHEDULE

Position	Effective September 1, 2001	Effective September 1, 2002
Executive Branch		
Governor	139,087	142,286
Lieutenant Governor	72,705	74,377
Secretary of State	89,001	91,048
Treasurer	97,466	99,708
Auditor	97,466	99,708
Attorney General	126,443	129,351
Superintendent of Public Instruction	99,462	101,750
Commissioner of Public Lands	99,462	101,750
Insurance Commissioner	90,617	92,702
Judicial Branch		
Supreme Court Justices	131,558	134,584
Judges of the Court of Appeals	125,236	128,116
Superior Court Judges	119,230	121,972
District Court Judges	113,524	116,135
Legislative Branch		
Legislators	32,801	33,556
Speaker of the House	40,801	41,556
Senate Majority Leader	40,801	41,556
Senate Minority Leader	36,801	37,556
House Minority Leader	36,801	37,556

Notes:

- Commissioners heard testimony from several county auditors relative to the importance of the Secretary of State in the local election process. The increase in base salary of nearly \$9,000 was an equity adjustment to better align the position with other executive branch elected officials.

2. Members of the judicial branch were granted a \$5,000 increase in base salary. This increase was motivated by concern that good judges were leaving the bench to work in private mediation and arbitration firms and to send a message about the importance of the judiciary.
3. The position of Senate Majority Leader was aligned with the Speaker of the House, an increase of \$4,000 per year.
4. A 2.3% cost of living adjustment (COLA) for all positions was made for 2001 and 2002. Commissioners concluded that the implicit Price Deflator (IPD) data from the March 2001 forecast had not significantly changed from the November 2000 forecast which was used as the basis for the 2001-02 Proposed Salary Schedule.
5. The 2.3% COLA for both years for legislative leadership positions was on their base legislator salary. The annual leadership stipend is a flat amount on top of the base legislator salary

ADOPTION OF WASHINGTON ADMINISTRATIVE CODE (WAC)

The important and much needed task of adopting operating rules was accomplished during the Commission's 2001 salary setting session. The Commission held public hearings on April 10 in Port Angeles and May 18 in Sea-Tac on proposed rules to implement the Public Disclosure Act and the Open Public Meetings Act. WAC 183-04, Public Records, and 183-06, Public Hearing Procedures, were adopted on May 18. The rules became effective June 23, 2001.

THE 2003 SESSION

Fourteen new commissioners were appointed on July 1, 2002 and two (Ms. Byington and Mr. Ryan) were reappointed to a second, four-year term.

This rotation of commission members was the first to be appointed under the staggered terms legislation enacted in 1999. On July 1, 2002, the Governor implemented staggered terms by appointing, by lot, eight members to a two-year term that will end on July 1, 2004 and eight members to a four-year term that will end on July 1, 2006. Beginning with the appointments the Governor makes on July 1, 2004, all commissioners will be appointed to four-year terms with eight members appointed every two years.

Name	Area	Terms are Staggered
Sue Byington	State Personnel Resources Board	2002 – 2006
Christin Coakley	Congressional District #9	2002 – 2006
Alan Doman	Congressional District #1	2002 – 2006
Kathleen Hanson	Congressional District #4	2002 – 2006
Kamaria Hightower	Organized Labor	2002 – 2004
David Holzmeister	Congressional District #3	2002 – 2006
Ron Hopkins	Pubic Higher Education	2002 – 2004
Willeam Denton Hornbeck	Professional Personnel Management	2002 – 2006
David Irwin	Private Higher Education	2002 – 2004
Benjamin Keylin	Congressional District #7	2002 – 2004
Yvonne Nash	Congressional District #6	2002 – 2004
Anne O'Connell	Congressional District #5	2002 – 2004
Jan Eric Peterson	Law	2002 – 2004
Charles Ryan	Business	2002 – 2006
Dr. William Schwartz	Congressional District #2	2002 – 2006
Shirley Wicks	Congressional District #8	2002 – 2006

Sue Byington served as Chair and Charles Ryan Vice Chair.

Staff: Carol Sayer served as Executive Director and Tamara Pinero as Secretary Senior.

During the 2003 salary setting session, the following meetings were held:

Date	Meeting Type	Location
January 23	Public hearing, presentations by the elected officials, and work session. Adopt proposed salary schedule for 2003-04.	Olympia
February 27	Public hearing and work session	Vancouver
March 27	Public hearing and work session	Yakima
April 24	Public hearing and work session	Spokane
May 19	Public hearing and work session. Adopt final salary schedule for 2003-04	SeaTac

As required by statute, the Commission adopted a proposed salary schedule for 2003-04 to present to the public for comment at its January 23rd meeting. That proposal called for no increase in 2003 and a 2.5% across-the-board cost-of-living adjustment (COLA) in 2004.

At its May 19th open public meeting, the Commission adopted the final 2003-04 salary schedule for the elected officials.

2003-2004 SALARY SCHEDULE

Position	Effective September 1, 2003	Effective September 1, 2004
Executive Branch		
Governor	142,286	145,132
Lieutenant Governor	74,377	75,865
Secretary of State	99,708	101,702
Treasurer	99,708	101,702
Auditor	99,708	101,702
Attorney General	129,351	131,938
Superintendent of Public Instruction	101,750	103,785
Commissioner of Public Lands	101,750	103,785
Insurance Commissioner	99,708	101,702
Judicial Branch		
Supreme Court Justices	134,584	137,276
Judges of the Court of Appeals	128,116	130,678
Superior Court Judges	121,972	124,411
District Court Judges	116,135	118,458
Legislative Branch		
Legislators	33,556	34,227
Speaker of the House	41,556	42,227
Senate Majority Leader	41,556	42,227
Senate Minority Leader	37,556	38,227
House Minority Leader	37,556	38,227

Notes:

1. For 2003, no across-the-board increases were made. However, equity adjustments were made for the positions of Secretary of State and Insurance Commissioner to recognize increased responsibilities and to bring those positions into alignment with the positions of Treasurer and Auditor.
2. For 2004, a 2.0% across-the-board increase was made for all positions.

THE 2005 SESSION

Commissioners Alyea, Baxter, Blaney, Boggs, Carlisle, Doman, Hanson, Holzmeister, Hornbeck, Schwartz, and Wicks were serving their first term. Commissioners Byington, Hightower, Hopkins, Irwin, and Ryan were serving their second term. Ms. Byington served as Chair and Mr. Hopkins served as Vice Chair.

Name	Area	Terms are Staggered
Debra Alyea	Congressional District #6	2004 – 2008
Scott Baxter	Congressional District #5	2004 – 2008
Joseph Blaney*	Congressional District #7	2004 – 2008
Donald Lee Boggs, Jr.	Congressional District #9	2004 – 2008
Sue Byington	State Personnel Resources Board	2002 – 2006
Dale Carlisle	The Law	2004 – 2008
Alan Doman	Congressional District #1	2002 – 2006
Kathleen Hanson	Congressional District #4	2002 – 2006
Kamaria Hightower	Organized Labor	2004 – 2008
David Holzmeister	Congressional District #3	2002 – 2006
Ron Hopkins	Public Higher Education	2004 – 2008
Willeen Denton Hornbeck	Professional Personnel Management	2002 – 2006
David Irwin	Private Higher Education	2004 -- 2008
Charles Ryan	Business	2002 – 2006
Dr. William Schwartz	Congressional District #2	2002 – 2006
Shirley Wicks	Congressional District #8	2002 -- 2006

*Joseph Blaney's appointment was terminated because of two consecutive, unexcused absences. James Clark was appointed on May 11, 2005 to fill the unexpired term which ends on June 30, 2008.

Staff: Carol Sayer served as Director and Tamara Piñero served as Executive Assistant.

During the 2005 salary setting session, the following meetings were held:

Date	Meeting Type	Location
January 24	Elected Officials' Presentations, Public Hearing, and Work Session. Adopt proposed salary schedule for 2005-06.	Olympia
February 24	Elected Officials' Presentations, Public Hearing, and Work Session	Olympia
March 24	Public Hearing and Work Session	Vancouver
April 28	Public Hearing and Work Session	Wenatchee
May 19	Public Hearing and Work Session. Adopt final salary schedule for 2005-06	SeaTac

As required by statute, at the January 24th meeting, the Commission adopted a proposed salary schedule for 2005-06. The proposal was "on the table" for public comment during the salary setting session. The proposal called for a 2% across-the-board cost-of-living adjustment (COLA)

in 2005 and 2006 for all positions in the Executive, Legislative, and Judicial branches of state government. The proposal also called for an additional 1% per year added to the base legislator salary to begin to bring those positions into alignment with positions in the state's Exempt Management Service (EMS).

At its May 19th open public meeting, the Commission adopted the final 2005-06 salary schedule for the elected officials.

2005-2006 SALARY SCHEDULE

Position	Effective September 1, 2005	Effective September 1, 2006
Executive Branch		
Governor	148,035	150,995
Lieutenant Governor	77,382	78,930
Secretary of State	103,736	105,811
Treasurer	103,736	105,811
Auditor	103,736	105,811
Attorney General	134,577	137,268
Superintendent of Public Instruction	105,861	107,978
Commissioner of Public Lands	105,861	107,978
Insurance Commissioner	103,736	105,811
Judicial Branch		
Supreme Court Justices	141,394	145,636
Judges of the Court of Appeals	134,598	138,636
Superior Court Judges	128,143	131,988
District Court Judges	122,012	125,672
Legislative Branch		
Legislators	35,254	36,311
Speaker of the House	43,254	44,311
Senate Majority Leader	43,254	44,311
Senate Minority Leader	39,254	40,311
House Minority Leader	39,254	40,311

Notes:

1. An across-the-board cost-of-living (COLA) adjustment was granted to all positions in the Executive, Legislative, and Judicial branches of state government.
2. An additional 1% per year on the base annual salary of legislators was granted to begin to bring them into alignment with positions in the state's Exempt Management Service (EMS).
3. An additional 1% per year for positions in the Judiciary was granted to begin to bring the judges into alignment with the Federal bench.
4. The legislative leadership stipend is a flat dollar amount on top of their base legislator pay.

Salary History 1987 to 2006

Position	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Executive Branch											
Governor	83,800	93,900	96,700	99,600	112,000	121,000	121,000	121,000	121,000	121,000	121,000
Lieutenant Governor	45,000	48,000	51,100	52,600	58,600	62,700	62,700	62,700	62,700	62,700	62,700
Secretary of State	46,300	50,200	52,600	54,200	60,100	64,300	64,300	64,300	64,300	64,300	69,000
Treasurer	54,250	62,050	65,000	67,000	74,400	79,500	79,500	79,500	84,100	84,100	84,100
Auditor	55,250	64,050	67,100	69,100	77,800	84,100	84,100	84,100	84,100	84,100	84,100
Attorney General	63,800	72,200	75,700	78,000	86,400	92,000	92,000	92,000	92,000	92,000	93,000
Supt. Public Instruction	59,950	66,600	69,800	71,900	80,500	86,600	86,600	86,600	86,600	86,600	86,600
Com. of Public Lands	59,950	66,600	69,800	71,900	80,500	86,600	86,600	86,600	86,600	86,600	86,600
Insurance Com.	53,700	61,000	63,900	65,800	72,700	77,200	77,200	77,200	77,200	77,200	77,200
Judicial Branch											
Supreme Court Justice	75,900	82,700	86,700	89,300	99,900	107,200	107,200	107,200	109,880	109,880	112,078
Appeals Court Judges	72,100	78,600	82,400	84,900	95,000	101,900	101,900	101,900	104,448	104,448	106,537
Superior Court Judges	68,500	74,600	78,200	80,500	90,100	96,600	96,600	96,600	99,015	99,015	100,995
District Court Judges	62,100	71,000	74,400	76,600	85,700	91,900	91,900	91,900	94,198	94,198	96,082
Legislative Branch											
Legislator	15,500	16,500	17,900	19,900	23,900	25,900	25,900	25,900	27,100	28,300	28,300
Speaker of the House	*	*	19,700	21,900	29,000	33,900	33,900	33,900	35,100	36,300	36,300
Senate Majority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,300	32,300
House Minority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,000	32,000
Senate Minority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,000	32,000

*The annual legislative stipend for leadership duties was not adopted until the 1989 salary setting session.

Position	1998	1999	2000	2001	2002	2003	2004	2005	2006
Executive Branch									
Governor	121,000	132,000	135,960	139,087	142,286	142,286	145,132	148,035	150,995
Lieutenant Governor	62,700	69,000	71,070	72,705	74,377	74,377	75,865	77,382	78,930
Secretary of State	69,000	75,900	78,177	89,001	91,048	99,708	101,702	103,736	105,811
Treasurer	84,100	92,500	95,275	97,466	99,708	99,708	101,702	103,736	105,811
Auditor	84,100	92,500	95,275	97,466	99,708	99,708	101,702	103,736	105,811
Attorney General	93,000	120,000	123,600	126,443	129,351	129,351	131,938	134,577	137,268
Supt. Public Instruction	86,600	94,394	97,226	99,462	101,750	101,750	103,785	105,861	107,978
Com. of Public Lands	86,600	94,394	97,226	99,462	101,750	101,750	103,785	105,861	107,978
Insurance Com.	77,200	86,000	88,580	90,617	92,702	99,708	101,702	103,736	105,811
Judicial Branch									
Supreme Court Justice	112,078	120,000	123,600	131,558	134,584	134,584	137,276	141,394	145,636
Appeals Court Judges	106,537	114,000	117,420	125,236	128,116	128,116	130,678	134,598	138,636
Superior Court Judges	100,995	108,300	111,549	119,230	121,972	121,972	124,411	128,143	131,988
District Court Judges	96,082	102,885	105,972	113,524	116,135	116,135	118,458	122,012	125,672
Legislative Branch									
Legislators	28,300	31,130	32,064	32,801	33,556	33,556	34,227	35,254	36,311
Speaker of the House	36,300	39,120	40,064	40,801	41,556	41,556	42,227	43,254	44,311
Senate Majority Leader	32,300	35,130	36,064	40,801	41,556	41,556	42,227	43,254	44,311
House Minority Leader	32,300	35,130	36,064	36,801	37,556	37,556	38,227	39,254	40,311
Senate Minority Leader	32,300	35,130	36,064	36,801	37,556	37,556	38,227	39,254	40,311

